

# **REGIONAL COST ADJUSTMENTS FOR CLASSIFIED STAFF IN WASHINGTON STATE**

**Prepared for the  
K-12 Advisory Committee  
of  
WASHINGTON LEARNS**

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At the request of the Advisory Committee, a comparable wage index (CWI) was developed for adjusting salaries for classified staff (see Table 1). The methodology used to generate this index is identical to that used to generate the CWI for teachers, and is explained in detail in the earlier report on that index. Table 2 summarizes the results of the regressions used to compute the index.

The primary difference between the CWI for teachers and the CWI for non-teaching classified staff is the sample used to generate each index. The CWI for teachers was based on a sample of workers in occupations considered ‘comparable’ to teachers. The first selection criterion for that sample was occupations with entry-level requirements equivalent to a bachelor’s degree or higher. The Labor Market and Economic Analysis Division of the Washington State Employment Security Department attaches education codes to each occupation in the Occupational Employment Statistics dataset, reflecting the training required for entry-level positions. To develop the CWI for teachers, only occupations with education codes 1 (professional degree) through 5 (bachelor’s degree) were retained<sup>1</sup>. To develop the CWI for non-teaching classified staff, these occupations were all dropped and only occupations with education codes 6 (Associate Degree) through 11 (short-term on-the-job training) were retained.<sup>2</sup> A full list of the included occupations is shown in Table 3. This sample is based on the assumption that most individuals in classified staff positions do not have a college degree and these occupations represent plausible alternatives for these workers.

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<sup>1</sup> Note that to reach the set of occupations considered most comparable to teachers, further criteria were applied (i.e., similarity of skills and duties to teaching). But the first cut was the education codes.

<sup>2</sup> The other codes correspond to postsecondary vocational award (7), work experience in a related occupation (8), long-term on-the-job training (9), and moderate-term on-the-job training (10).

Table 1  
Comparable Wage Index  
Non-College Workers

Region	CWI
Bellingham MSA	91.7
Bremerton MSA	101.0
Olympia MSA	97.4
Portland-Vancouver MSA	93.6
Richland-Kennewick-Pasco MSA	93.9
Seattle-Bellevue-Everett MSA	107.6
Spokane MSA	87.9
Tacoma MSA	97.9
Yakima MSA	89.4
Northwest Washington	91.0
Southwest Washington	88.7
Central Washington	86.3
East Washington	84.1

Table 2  
Wage Regression Results  
2000 Census, PUMS

Variable	Coefficient	t-statistic
Log of weekly hours	0.79	69.01
Log of weeks worked last year	0.49	31.18
Age	0.05	49.30
Age-squared	-0.001	-39.97
Gender (male=1)	0.18	33.73
Race (white=1)	0.07	10.27

All estimates statistically significant at the 5% level

Fixed effects for 456 occupations, 257 industries and 10 regions not shown

Table 3  
Occupations that do not require at least a Bachelor's degree at entry level

OES Code	OES Title
41-3011	Advertising sales agents
17-3021	Aerospace engineering and operations technicians
19-4011	Agricultural and food science technicians
45-2091	Agricultural equipment operators
45-2011	Agricultural inspectors
53-1011	Aircraft cargo handling supervisors
49-3011	Aircraft mechanics and service technicians
37-9099	All other building and grounds cleaning and maintenance workers
47-4999	All other construction trades and related workers
17-3099	All other drafters, engineering, and mapping technicians
49-2099	All other electrical and electronic equipment mechanics, installers, and repairers
43-4999	All other financial, information, and record clerks
51-3099	All other food processing workers
39-3199	All other gaming workers
43-5199	All other material recording, scheduling, dispatching, and distributing workers
51-5099	All other printing workers
43-9999	All other secretaries, administrative assistants, and other office support workers
49-3099	All other vehicle and mobile equipment mechanics, installers, and repairers
53-5099	All other water transportation workers
53-3011	Ambulance drivers and attendants, except emergency medical technicians
39-3091	Amusement and recreation attendants
33-9011	Animal control workers
27-3010	Announcers
13-2021	Appraisers and assessors of real estate
17-3011	Architectural and civil drafters
51-2099	Assemblers and fabricators, all other
27-4011	Audio and video equipment technicians
25-9011	Audio-visual collections specialists
49-3021	Automotive body and related repairers
49-3023	Automotive service technicians and mechanics
49-2091	Avionics technicians
39-6011	Baggage porters and bellhops
33-3011	Bailiffs
51-3011	Bakers
39-5011	Barbers
35-3011	Bartenders
49-3091	Bicycle repairers
43-3011	Bill and account collectors
43-3021	Billing and posting clerks and machine operators
51-5011	Bindery workers
19-4021	Biological technicians
47-2011	Boilermakers
51-5012	Bookbinders
43-3031	Bookkeeping, accounting, and auditing clerks
47-2021	Brickmasons and blockmasons
53-6011	Bridge and lock tenders
27-4012	Broadcast technicians
43-4011	Brokerage clerks

49-3031	Bus and truck mechanics and diesel engine specialists
53-3022	Bus drivers, school
53-3021	Bus drivers, transit and intercity
51-3021	Butchers and meat cutters
51-7011	Cabinetmakers and bench carpenters
27-4031	Camera operators, television, video, and motion picture
53-5021	Captains, mates, and pilots of water vessels
29-2031	Cardiovascular technologists and technicians
43-5011	Cargo and freight agents
47-2031	Carpenters
47-2041	Carpet installers
41-2011	Cashiers
47-2051	Cement masons and concrete finishers
51-9191	Cementing and gluing machine operators and tenders
35-1011	Chefs and head cooks
51-9011	Chemical equipment operators and tenders
51-8091	Chemical plant and system operators
19-4031	Chemical technicians
39-9011	Child care workers
27-2032	Choreographers
17-3022	Civil engineering technicians
13-1031	Claims adjusters, examiners, and investigators
53-7061	Cleaners of vehicles and equipment
51-9192	Cleaning, washing, and metal pickling equipment operators and tenders
27-2022	Coaches and scouts
51-9121	Coating, painting, and spraying machine setters, operators, and tenders
51-2021	Coil winders, tapers, and finishers
49-9091	Coin, vending, and amusement machine servicers and repairers
35-3021	Combined food preparation and serving workers, including fast food
53-2012	Commercial pilots
43-2099	Communications equipment operators, all other
13-1041	Compliance officers, except agriculture, construction, health and safety, and tr
43-9011	Computer operators
15-1099	Computer specialists, all other
15-1041	Computer support specialists
49-2011	Computer, automated teller, and office machine repairers
51-4011	Computer-controlled machine tool operators, metal and plastic
39-6012	Concierges
47-4011	Construction and building inspectors
47-2061	Construction laborers
49-9012	Control and valve installers and repairers, except mechanical door
53-7011	Conveyor operators and tenders
35-2011	Cooks, fast food
35-2012	Cooks, institution and cafeteria
35-2014	Cooks, restaurant
35-2015	Cooks, short order
33-3012	Correctional officers and jailers
43-4021	Correspondence clerks
39-3092	Costume attendants
41-2021	Counter and rental clerks
35-3022	Counter attendants, cafeteria, food concession, and coffee shop
43-5021	Couriers and messengers

23-2091	Court reporters
43-4031	Court, municipal, and license clerks
53-7021	Crane and tower operators
43-4041	Credit authorizers, checkers, and clerks
33-9091	Crossing guards
51-9021	Crushing, grinding, and polishing machine setters, operators, and tenders
43-4051	Customer service representatives
51-9031	Cutters and trimmers, hand
51-9032	Cutting and slicing machine setters, operators, and tenders
51-4031	Cutting, punching, and press machine setters, operators, and tenders, metal and
27-2031	Dancers
43-9021	Data entry keyers
41-9011	Demonstrators and product promoters
31-9091	Dental assistants
29-2021	Dental hygienists
51-9081	Dental laboratory technicians
43-9031	Desktop publishers
33-3021	Detectives and criminal investigators
29-2032	Diagnostic medical sonographers
29-2051	Dietetic technicians
35-9011	Dining room and cafeteria attendants and bartender helpers
35-9021	Dishwashers
43-5032	Dispatchers, except police, fire, and ambulance
41-9091	Door-to-door sales workers, news and street vendors, and related workers
51-4032	Drilling and boring machine tool setters, operators, and tenders, metal and plas
53-3031	Driver/sales workers
47-2081	Drywall and ceiling tile installers
47-5021	Earth drillers, except oil and gas
49-2092	Electric motor, power tool, and related repairers
17-3023	Electrical and electronic engineering technicians
51-2022	Electrical and electronic equipment assemblers
17-3012	Electrical and electronics drafters
49-2093	Electrical and electronics installers and repairers, transportation equipment
49-2094	Electrical and electronics repairers, commercial and industrial equipment
49-2095	Electrical and electronics repairers, powerhouse, substation, and relay
49-9051	Electrical power-line installers and repairers
47-2111	Electricians
51-2023	Electromechanical equipment assemblers
17-3024	Electro-mechanical technicians
49-2096	Electronic equipment installers and repairers, motor vehicles
49-2097	Electronic home entertainment equipment installers and repairers
43-4061	Eligibility interviewers, government programs
39-4011	Embalmers
13-1061	Emergency management specialists
29-2041	Emergency medical technicians and paramedics
51-2031	Engine and other machine assemblers
17-3025	Environmental engineering technicians
19-4091	Environmental science and protection technicians, including health
51-9194	Etchers and engravers
53-7032	Excavating and loading machine and dragline operators
43-6011	Executive secretaries and administrative assistants
51-4021	Extruding and drawing machine setters, operators, and tenders, metal and plastic

51-9041	Extruding, forming, pressing, and compacting machine setters, operators, and ten
51-6092	Fabric and apparel patternmakers
45-4021	Fallers
49-3041	Farm equipment mechanics
45-9099	Farming, fishing, and forestry workers, all other
45-2092	Farmworkers and laborers, crop, nursery, and greenhouse
45-2093	Farmworkers, farm and ranch animals
47-4031	Fence erectors
51-2091	Fiberglass laminators and fabricators
43-4071	File clerks
27-1013	Fine artists, including painters, sculptors, and illustrators
33-2011	Fire fighters
33-2021	Fire inspectors and investigators
47-1011	First-line supervisors/managers of construction trades and extraction workers
33-1011	First-line supervisors/managers of correctional officers
45-1011	First-line supervisors/managers of farming, fishing, and forestry workers
33-1021	First-line supervisors/managers of fire fighting and prevention workers
35-1012	First-line supervisors/managers of food preparation and serving workers
53-1021	First-line supervisors/managers of helpers, laborers, and material movers, hand
37-1011	First-line supervisors/managers of housekeeping and janitorial workers
37-1012	First-line supervisors/managers of landscaping, lawn service, and groundskeeping
49-1011	First-line supervisors/managers of mechanics, installers, and repairers
41-1012	First-line supervisors/managers of non-retail sales workers
43-1011	First-line supervisors/managers of office and administrative support workers
39-1021	First-line supervisors/managers of personal service workers
33-1012	First-line supervisors/managers of police and detectives
51-1011	First-line supervisors/managers of production and operating workers
41-1011	First-line supervisors/managers of retail sales workers
53-1031	First-line supervisors/managers of transportation and material-moving machine an
33-1099	First-line supervisors/managers, protective service workers, all other
33-3031	Fish and game wardens
39-9031	Fitness trainers and aerobics instructors
39-6031	Flight attendants
47-2042	Floor layers, except carpet, wood, and hard tiles
27-1023	Floral designers
51-3091	Food and tobacco roasting, baking, and drying machine operators and tenders
51-3092	Food batchmakers
51-3093	Food cooking machine operators and tenders
35-2021	Food preparation workers
35-3041	Food servers, nonrestaurant
11-9051	Food service managers
19-4092	Forensic science technicians
19-4093	Forest and conservation technicians
45-4011	Forest and conservation workers
51-4022	Forging machine setters, operators, and tenders, metal and plastic
51-4071	Foundry mold and coremakers
39-4021	Funeral attendants
11-9061	Funeral directors
51-9051	Furnace, kiln, oven, drier, and kettle operators and tenders
51-7021	Furniture finishers
39-3012	Gaming and sports book writers and runners
43-3041	Gaming cage workers



41-2012	Gaming change persons and booth cashiers
39-3011	Gaming dealers
39-1011	Gaming supervisors
33-9031	Gaming surveillance officers and gaming investigators
47-2121	Glaziers
45-2041	Graders and sorters, agricultural products
51-9022	Grinding and polishing workers, hand
51-4033	Grinding, lapping, polishing, and buffing machine tool setters, operators, and t
39-5012	Hairdressers, hairstylists, and cosmetologists
47-4041	Hazardous materials removal workers
31-9099	Healthcare support workers, all other
51-4191	Heat treating equipment setters, operators, and tenders, metal and plastic
49-9021	Heating, air conditioning, and refrigeration mechanics and installers
47-3019	Helpers, construction trades, all other
47-3011	Helpers--brickmasons, blockmasons, stonemasons, and tile and marble setters
47-3012	Helpers--carpenters
47-3013	Helpers--electricians
47-5081	Helpers--extraction workers
49-9098	Helpers--installation, maintenance, and repair workers
47-3014	Helpers--painters, paperhangers, plasterers, and stucco masons
47-3015	Helpers--pipelayers, plumbers, pipefitters, and steamfitters
51-9198	Helpers--production workers
47-3016	Helpers--roofers
47-4051	Highway maintenance workers
53-7041	Hoist and winch operators
49-9031	Home appliance repairers
31-1011	Home health aides
35-9031	Hosts and hostesses, restaurant, lounge, and coffee shop
43-4081	Hotel, motel, and resort desk clerks
43-4161	Human resources assistants, except payroll and timekeeping
17-3026	Industrial engineering technicians
49-9041	Industrial machinery mechanics
53-7051	Industrial truck and tractor operators
51-9061	Inspectors, testers, sorters, samplers, and weighers
49-9099	Installation, maintenance, and repair workers, all other
47-2130	Insulation workers
13-1032	Insurance appraisers, auto damage
43-9041	Insurance claims and policy processing clerks
27-3091	Interpreters and translators
43-4111	Interviewers, except eligibility and loan
37-2011	Janitors and cleaners, except maids and housekeeping cleaners
51-9071	Jewelers and precious stone and metal workers
51-5021	Job printers
53-7062	Laborers and freight, stock, and material movers, hand
37-3011	Landscaping and groundskeeping workers
51-4034	Lathe and turning machine tool setters, operators, and tenders, metal and plasti
51-6011	Laundry and dry-cleaning workers
51-4192	Lay-out workers, metal and plastic
43-6012	Legal secretaries
43-4121	Library assistants, clerical
25-4031	Library technicians
29-2061	Licensed practical and licensed vocational nurses

19-4099	Life, physical, and social science technicians, all other
53-7033	Loading machine operators, underground mining
43-4131	Loan interviewers and clerks
39-3093	Locker room, coatroom, and dressing room attendants
49-9094	Locksmiths and safe repairers
11-9081	Lodging managers
45-4023	Log graders and scalers
45-4022	Logging equipment operators
53-7063	Machine feeders and offbearers
51-4041	Machinists
37-2012	Maids and housekeeping cleaners
43-9051	Mail clerks and mail machine operators, except postal service
49-9042	Maintenance and repair workers, general
49-9043	Maintenance workers, machinery
39-5091	Makeup artists, theatrical and performance
39-5092	Manicurists and pedicurists
49-9095	Manufactured building and mobile home installers
31-9011	Massage therapists
53-7199	Material moving workers, all other
15-2091	Mathematical technicians
51-3022	Meat, poultry, and fish cutters and trimmers
49-9011	Mechanical door repairers
17-3013	Mechanical drafters
17-3027	Mechanical engineering technicians
27-4099	Media and communication equipment workers, all other
27-3099	Media and communication workers, all other
29-2012	Medical and clinical laboratory technicians
51-9082	Medical appliance technicians
31-9092	Medical assistants
31-9093	Medical equipment preparers
49-9062	Medical equipment repairers
29-2071	Medical records and health information technicians
43-6013	Medical secretaries
31-9094	Medical transcriptionists
27-1026	Merchandise displayers and window trimmers
51-4199	Metal workers and plastic workers, all other
51-4051	Metal-refining furnace operators and tenders
43-5041	Meter readers, utilities
51-4035	Milling and planing machine setters, operators, and tenders, metal and plastic
49-9044	Millwrights
51-9023	Mixing and blending machine setters, operators, and tenders
49-3042	Mobile heavy equipment mechanics, except engines
51-4061	Model makers, metal and plastic
41-9012	Models
51-9195	Molders, shapers, and casters, except metal and plastic
51-4072	Molding, coremaking, and casting machine setters, operators, and tenders, metal
39-3021	Motion picture projectionists
53-3099	Motor vehicle operators, all other
49-3051	Motorboat mechanics
49-3052	Motorcycle mechanics
51-4081	Multiple machine tool setters, operators, and tenders, metal and plastic
49-9063	Musical instrument repairers and tuners

27-2042	Musicians and singers
43-4141	New accounts clerks
27-3020	News analysts, reporters and correspondents
39-2021	Nonfarm animal caretakers
29-2033	Nuclear medicine technologists
51-4012	Numerical tool and process control programmers
31-1012	Nursing aides, orderlies, and attendants
31-2011	Occupational therapist assistants
43-9061	Office clerks, general
43-9071	Office machine operators, except computer
47-2073	Operating engineers and other construction equipment operators
51-9083	Ophthalmic laboratory technicians
29-2081	Opticians, dispensing
43-4151	Order clerks
49-3053	Outdoor power equipment and other small engine mechanics
51-9111	Packaging and filling machine operators and tenders
53-7064	Packers and packagers, hand
47-2141	Painters, construction and maintenance
51-9122	Painters, transportation equipment
51-9123	Painting, coating, and decorating workers
51-9196	Paper goods machine setters, operators, and tenders
47-2142	Paperhangers
23-2011	Paralegals and legal assistants
53-6021	Parking lot attendants
41-2022	Parts salespersons
51-4062	Patternmakers, metal and plastic
51-7032	Patternmakers, wood
47-2071	Paving, surfacing, and tamping equipment operators
43-3051	Payroll and timekeeping clerks
39-9021	Personal and home care aides
39-9099	Personal care and service workers, all other
37-2021	Pest control workers
37-3012	Pesticide handlers, sprayers, and applicators, vegetation
51-8093	Petroleum pump system operators, refinery operators, and gaugers
31-9095	Pharmacy aides
29-2052	Pharmacy technicians
27-4021	Photographers
51-9131	Photographic process workers
51-9132	Photographic processing machine operators
31-2022	Physical therapist aides
31-2021	Physical therapist assistants
47-2072	Pile-driver operators
47-2151	Pipelayers
51-8099	Plant and system operators, all other
47-2161	Plasterers and stucco masons
51-4193	Plating and coating machine setters, operators, and tenders, metal and plastic
47-2152	Plumbers, pipefitters, and steamfitters
33-3051	Police and sheriff's patrol officers
43-5031	Police, fire, and ambulance dispatchers
43-5051	Postal service clerks
43-5052	Postal service mail carriers
43-5053	Postal service mail sorters, processors, and processing machine operators

11-9131	Postmasters and mail superintendents
51-4052	Pourers and casters, metal
51-8012	Power distributors and dispatchers
49-9069	Precision instrument and equipment repairers, all other
51-5022	Prepress technicians and workers
51-6021	Pressers, textile, garment, and related materials
51-5023	Printing machine operators
33-9021	Private detectives and investigators
43-3061	Procurement clerks
51-9199	Production workers, all other
43-5061	Production, planning, and expediting clerks
43-9081	Proofreaders and copy markers
31-1013	Psychiatric aides
29-2053	Psychiatric technicians
13-1021	Purchasing agents and buyers, farm products
29-1124	Radiation therapists
49-2021	Radio mechanics
29-2034	Radiologic technologists and technicians
41-9021	Real estate brokers
41-9022	Real estate sales agents
43-4171	Receptionists and information clerks
49-3092	Recreational vehicle service technicians
53-7081	Refuse and recyclable material collectors
29-1111	Registered nurses
47-2171	Reinforcing iron and rebar workers
43-4181	Reservation and transportation ticket agents and travel clerks
39-9041	Residential advisors
29-1126	Respiratory therapists
29-2054	Respiratory therapy technicians
41-2031	Retail salespersons
49-9096	Riggers
51-4023	Rolling machine setters, operators, and tenders, metal and plastic
47-2181	Roofers
53-5011	Sailors and marine oilers
41-4012	Sales representatives, wholesale and manufacturing, except technical and scienti
41-4011	Sales representatives, wholesale and manufacturing, technical and scientific pro
51-7041	Sawing machine setters, operators, and tenders, wood
43-6014	Secretaries, except legal, medical, and executive
49-2098	Security and fire alarm systems installers
33-9032	Security guards
25-3021	Self-enrichment education teachers
51-9012	Separating, filtering, clarifying, precipitating, and still machine setters, ope
47-4071	Septic tank servicers and sewer pipe cleaners
53-6031	Service station attendants
51-6051	Sewers, hand
51-6031	Sewing machine operators
47-2211	Sheet metal workers
53-5031	Ship engineers
43-5071	Shipping, receiving, and traffic clerks
51-6041	Shoe and leather workers and repairers
39-5094	Skin care specialists
21-1093	Social and human service assistants

27-4014	Sound engineering technicians
51-8021	Stationary engineers and boiler operators
43-9111	Statistical assistants
43-5081	Stock clerks and order fillers
47-2022	Stonemasons
47-2221	Structural iron and steel workers
51-2041	Structural metal fabricators and fitters
29-2055	Surgical technologists
17-3031	Surveying and mapping technicians
43-2011	Switchboard operators, including answering service
51-6052	Tailors, dressmakers, and custom sewers
53-7121	Tank car, truck, and ship loaders
47-2082	Tapers
13-2082	Tax preparers
53-3041	Taxi drivers and chauffeurs
25-9041	Teacher assistants
51-2092	Team assemblers
49-2022	Telecommunications equipment installers and repairers, except line installers
49-9052	Telecommunications line installers and repairers
41-9041	Telemarketers
43-3071	Tellers
51-6062	Textile cutting machine setters, operators, and tenders
51-6064	Textile winding, twisting, and drawing out machine setters, operators, and tenders
51-6099	Textile, apparel, and furnishings workers, all other
47-2044	Tile and marble setters
51-2093	Timing device assemblers, adjusters, and calibrators
49-3093	Tire repairers and changers
23-2093	Title examiners, abstractors, and searchers
51-4111	Tool and die makers
51-4194	Tool grinders, filers, and sharpeners
39-6021	Tour guides and escorts
53-6041	Traffic technicians
53-6051	Transportation inspectors
53-6099	Transportation workers, all other
11-3071	Transportation, storage, and distribution managers
41-3041	Travel agents
37-3013	Tree trimmers and pruners
53-3032	Truck drivers, heavy and tractor-trailer
53-3033	Truck drivers, light or delivery services
51-6093	Upholsterers
39-3031	Ushers, lobby attendants, and ticket takers
31-9096	Veterinary assistants and laboratory animal caretakers
29-2056	Veterinary technologists and technicians
25-1194	Vocational education teachers, postsecondary
35-3031	Waiters and waitresses
51-8031	Water and liquid waste treatment plant and system operators
43-5111	Weighers, measurers, checkers, and samplers, recordkeeping
51-4121	Welders, cutters, solderers, and brazers
51-4122	Welding, soldering, and brazing machine setters, operators, and tenders
51-7099	Woodworkers, all other
51-7042	Woodworking machine setters, operators, and tenders, except sawing
43-9022	Word processors and typists

